

SAFEGUARDING AND PREVENT

— An employer's guide —



SAFEGUARDING CHILDREN (16–18) MEANS:

Protecting children from abuse and maltreatment preventing harm to children's health or development ensuring children grow up with the provision of safe and effective care taking action to enable all children and young people to have the best outcomes.

SAFEGUARDING ADULTS:

The Department of Health defines a vulnerable adult as someone who has needs for care and support (whether or not the local authority is meeting any of those needs), and as a result of those needs is unable to protect themselves from either the risk of, or the experience of abuse or neglect.

Physical abuse: May involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces, illness in a child

Emotional abuse: The persistent emotional maltreatment of a child causing severe and persistent adverse effects on the child's emotional development. It may involve making a child feel that they are worthless or unloved, inadequate, or valued only insofar as they meet the needs of another person.

Neglect: The ongoing failure to meet a child's basic needs and the most common form of child abuse. A child might be left hungry or dirty, or without proper clothing, shelter, supervision or health care. This can put children and young people in danger. It can also have long term effects on their physical and mental wellbeing.

Sexual abuse: Forcing or enticing a child or young person to take part in sexual activities, not necessarily involving a high level of violence, whether or not the child is aware of what is happening.

Child Criminal Exploitation (CCE): Is a form of modern slavery that sees victims being forced to work under the control of highly organised criminals in activities such as forced begging, shoplifting and pickpocketing, cannabis cultivation, drug dealing and financial exploitation.

Child sexual exploitation (CSE): Is a type of sexual abuse. When a child or young person is exploited they're given things, like gifts, drugs, money, status and affection, in exchange for performing sexual activities.

County Lines: This is a form of CCE and refers to illegal drugs being transported from one area to another, usually by children or vulnerable people who are coerced into it by gangs.

Grooming: Is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them.

FGM: Procedures, usually on young girls, involving partial or total removal of the external female genital organs or any other injury to the female genital organs for non-medical reasons.

Modern slavery: Forced labour for little or no money.

Honour based violence: A collection of practices, which are used to control behaviour within families or other social groups to protect perceived cultural and religious beliefs and/or honour.

Forced marriage: A marriage conducted without the valid consent of one or both parties and where duress is a factor.

Domestic violence: An incident or pattern of incidents of controlling, coercive, threatening, degrading and violent behaviour, including sexual violence, in the majority of cases by a partner or ex-partner, but also by a family member or carer.

Sexual Harassment: Refers to unwanted behaviour of a sexual nature which: violates your dignity, makes you feel intimidated, degraded or humiliated and creates a hostile or offensive environment.

PREVENT DUTY

The Prevent duty is the duty in the Counter-Terrorism and Security Act 2015 on specified authorities, in the exercise of their functions, to have due regard to the need to prevent people from being drawn into terrorism.

Extremism and radicalisation might include violent Islamist groups, the far-right and other causes.

At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.

Chesterfield College has a statutory duty to 'prevent people from being drawn into terrorism'. We need your help and support to enable us to comply with this duty.

WHAT CAN YOU DO AS AN EMPLOYER?

- You have responsibility to alert Chesterfield College to any concerns regarding your staff and apprentices to allow us to explore what the causes might be.
- Be alert to any changes in behaviour that, in your professional opinion, give you cause for concern.
- Provide opportunities for individuals to discuss their own concerns about extremism, events in the news and about British Values.

As an education provider, we promote British Values;

Democracy - A culture built upon freedom and equality, where everyone is aware of their rights and responsibilities.

The rule of law - The need for rules to make a happy, safe and secure environment to live and work.

Individual liberty - Protection of your rights and the rights of others around you.

Mutual respect & tolerance of different faiths and beliefs - Understanding that we don't all share the same beliefs and values. Respecting those values, ideas and beliefs of others whilst not imposing our own onto them.

MENTAL HEALTH

Finding it difficult to manage how we think, feel, act with respect to daily stresses could be a sign of poor mental health. Mental illnesses are conditions that affect a person's thinking, feeling, mood or behaviour, such as depression, anxiety, bipolar disorder, or schizophrenia.

Depression is a feeling of low mood that lasts for a long time and affects your everyday life. It can make people feel hopeless, despairing, guilty, worthless, unmotivated and exhausted. It can affect self-esteem, sleep, appetite, sex drive and physical health. In its mildest form, depression doesn't stop people leading a normal life, but it makes everything harder to do and seem less worthwhile. At its most severe, depression can make a person feel suicidal, and be life-threatening.

Anxiety is what we feel when we are worried, tense or afraid – particularly about things that are about to happen, or which we think could happen in the future. Occasional anxiety is a normal human experience. But if feelings of anxiety are very strong, or last for a long time, they can be overwhelming. People may also experience physical symptoms such as sleep problems and panic attacks.

Eating problems are not just about food. They can be about difficult things and painful feelings which someone may be finding hard to face or resolve. Lots of people think that if someone has an eating problem they will be over or underweight, and that being a certain weight is always associated with a specific eating problem, but this is a myth. Anyone, regardless of age, gender or weight, can be affected by eating problems. The most common eating disorder diagnoses are anorexia, bulimia, binge eating disorder, and other specified feeding or eating disorder.

Self-harm is when a person hurts themselves as a way of dealing with very difficult feelings, painful memories or overwhelming situations and experiences. This can be cutting, burning or bruising for example.

Self-harm and suicidal thoughts or ideation must be referred to the Safeguarding Team straight away. However, if it is felt that there is an immediate risk please contact emergency services via 999.

TIPS TO DEAL WITH A YOUNG PERSON WHO DISCLOSES INFORMATION:

Listen non-judgmentally and stay calm.

Do not promise confidentiality – explain you may need to talk to the Chesterfield College Safeguarding Team immediately.

Reassure the learner that you will only share this information with the safeguarding team and that you, the employer, will not discuss this disclosure with anyone else.

Record what the young person said using their own words, sign and date the record.

Ask open ended questions to clarify but do not investigate.

Avoid giving any opinion or offering advice.

Contact a member of the Chesterfield College Safeguarding Team to report your concern.

Reassure the young person, but avoid unnecessary physical contact.

REPORTING A CONCERN

If you have any safeguarding concerns during college open times, please contact the Chesterfield College Safeguarding number **01246 500688** or email **ccsafe@chesterfield.ac.uk**

Available Mon to Thur 8:30-17:00 and Friday 8:30-16:30. Additionally, a Safeguarding Officer can be reached Mon & Thur 17:00-21:00 by calling **07584 384838**.

CONCERNS OUTSIDE COLLEGE OPENING HOURS:

If you have any safeguarding concerns relating to someone who is under 18 years of age or a vulnerable adult, please call your Local Authority Social Care phone number.

www.gov.uk/report-child-abuse-to-local-council

Call Derbyshire 01629 533190 (option 1 for children and 2 for adults).

Derby City: 01332 786968

Nottinghamshire: 0300 456 4546

Sheffield: 01142 734855

Lincolnshire: 01522 782333

If someone is at the immediate risk of harm, contact the Police immediately on 999.

